

# NAVY Recruiter

Magazine for Navy Recruiters November 2000



# NAVY Recruiter

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### *On the Cover:*

Navy ships taking part in CARAT2000 in the South China Sea return to port.

### *Back Cover:*

Navy Leapfrogs-Artwork by JO2 Bashon Mann, NR Editor



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Navy Recruiter magazine encourages the submission of “Letters to the Editor” articles expressing the opinions of individuals in the Navy Recruiting community. All submissions must be signed. Names will be withheld upon request, and will remain confidential.

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### TECHNOLOGY: INHERITING THE FUTURE

The whirlwind pace of technological change in today's culture can be bewildering, and the Navy certainly is not immune to the escalating tempo of change that often borders on future shock. Unmanned aerial and undersea vehicles, the Navy-Marine Corps Intranet, "smart" identification cards, and network centric warfare foreshadow the wave of the Navy's future. Learning to harness technology requires perseverance and adaptability, but I firmly believe that today's Bluejackets can accomplish ANY task given them, including future technological challenges.

As recruiters, embracing changes in information technology is a must. Cell phones, email access, and Internet web pages have greatly increased field recruiters' productivity. Advances in electronic communication have made recruiters more accessible to one another and their commands, as well as to potential recruits and DEPPers. The N@LTS leads tracking system is designed to reduce the amount of time you spend on paperwork, freeing more time for you to spend with prospects.

However, riding the wave of technological innovation serves Navy recruiters in other ways besides enhancing productivity. Today's potential recruits are technologically savvy. They've been raised in an environment of digital disks, electronic chat rooms, and interactive media and entertainment. Some have been "surfing the net" since their grammar school days and have teathed on CD and DVD technology. Recruiter proficiency with the latest technology illustrates the Navy's resolution to integrate technological innovation and gives recruiters a common meeting ground with the Sailors of tomorrow.

With the increased accessibility of computers in schools, homes, and work places, CD technology is rapidly displacing printed material as the preferred delivery vehicle for disseminating information. In the future, you'll see Navy recruiting materials shifting to a multi-media venue. Current plans are to make Recruiting Assistance Devices (RADs) available in CD, on-line, and video formats. Recruiters will have to be fluent with myriad technologies to



successfully weave them into their tool bags.

Already, computer technology makes it possible to simultaneously send standardized information throughout the Recruiting Command. For example, each of you has electronic access to this magazine and other sources of information through our Intranet site Showcase. On the drawing board for the future are plans to make recruiter and DEP training tools available via the Internet.

As recruiters, it is imperative that we position ourselves to "inherit the future." We must shift our focus from being among the technologically "learned" to being among the learners on the cutting edge of the latest technology. Furthermore, we must continue to help one another strive for technological proficiency. You are welcome to forward all helpful comments and suggestions to me at [n00@cnrc.navy.mil](mailto:n00@cnrc.navy.mil). Although I can't promise to personally respond to each and every email message, I can assure you that all beneficial comments will be thoroughly read and evaluated for action, then passed on to the field. Together, we can – and must – harness the technology that will help us man the Navy of the twenty-first century. **NR**

# Where the officer opportunities are ... keeping the recruiter toolbelt full.

Story and photo by  
JOC(SW/AW) Michael Breeden  
NRD Miami Public Affairs Officer

At a chief warrant officer pinning ceremony some years ago, the father pointed to his son's Good Conduct Medal and said, "That is one of the most visible differences you'll note as you become an officer. You'll never get another bronze star... Never forget where you came from."

After a moment to realize the significance of this, he said, "I will never forget from where I have come, but look at where I'm going."

The transition from enlisted to officer is a significant career milestone for all who are fortunate enough to realize the goal and the opportunities to do so abound. MMC(SW/AW) Brian Allen, advanced programs recruiter, Navy Recruiting District (NRD) Miami, was recently selected as a limited duty officer.

"I made chief in eight-and-a-half years, so I could reach master chief within 15 years,"

said Allen. "That would leave me five or more years with no other advancement opportunities."

One significant opportunity available through officer programs is advancement to higher pay grades. Another is increased responsibility.

"As a chief, you are only given so much responsibility. When you pin on your bars, you're immediately given additional responsibility and doors of opportunity are opened that would not be possible as an enlisted service member," said Allen. "For example, opportunities for qualifying surface warfare officer, an opportunity to drive the ship and, in my field, the chance to serve in quality control of nuclear propulsion plant equipment manufacturing."

Some people chose officer programs as a way to achieve their personal academic goals. PN2(SW) Jasmine Todman-

Caines, former pass liaison representative, NRD Miami, was recently selected through the Health Services Administration Officer Program, after earning her bachelor's degree at Florida International University.

"My ultimate goal is to earn my doctoral degree, and this is one step closer," said Todman-Caines. "There aren't many E5s and E6s in the fleet with a master's degree. For me, an officer program was the next step in my education."

Under this program, she'll be discharged from the Navy to attend graduate school and, upon successful completion, she will be commissioned as a health services administration officer.

For others, officer programs can seem unrealizable. But the Broadened Opportunity for Officer Selection and Training (BOOST) program offers a chance to succeed. For ENS Clifford Camamile, serving

## Navy Recruiter



PN2(SW) Todman-Caines will soon be commissioned as a Navy officer after attending graduate school.

temporary duty with Navy Officer Programs at NRD Miami, BOOST gave him the chance to potentially fulfill a lifelong dream.

"In high school we wrote an assignment about what we wanted to be doing ten years from now," said Camamile. "I wrote that I wanted to be flying jets for the Navy, but I never thought it would really happen. I wasn't a U.S. citizen, so I didn't qualify for officer programs. But, my recruiter told me that as an enlisted service member there were programs that could lead to a commissioning and that I could

earn U.S. citizenship while on active duty. After earning my citizenship in '94, I applied for BOOST. Being accepted into BOOST was a big turning point where I realized that I might actually get a chance."

Although many opportunities are available, most Sailors don't apply. These successful applicants offered advice to those that may be interested in achieving a commission.

"Don't hold off. Apply as soon as you can," said Allen. "There are things you can do as an officer that you'll never get to do as enlisted."

Many of these programs have age limits or maximum service limits, so it is important that you apply as soon as you are eligible. However, without a successful interview, you won't be selected.

"You must have a good attitude," said Camamile. "If you have a good attitude, you're going to stand out and people are going to notice you. This is an important key to reaching your goals."

Education is a critical component of your application package for most officer programs, but officer programs

provide education opportunities as well.

"If you are in the Navy, you should take advantage of all the educational opportunities available," said Todman-Caines. "Both civilian and military employers are looking for educated people to fill their critical positions."

Bottom line, the opportunities are available. It's just a matter of being interested enough in your own career to find out what's available.

Career counselors can provide you with information on these and other officer programs, or you might just ask the chief.

"If you want to be successful, go ask someone who is successful," said HMC(FMF) Michael Reynolds, Todman-Caine's recruiter. "As a chief, my philosophy is to do more than just provide the information, but to follow through with our young Sailors in helping them to obtain whatever their goals might be." **NR**

## ***The “orphaned” DEPper...***

### **NRS Torrance recruiter excels in “foster” care**

Story and photos by JO1(AW) William Jones, Jr.  
Public Affairs Officer NRD Los Angeles

AMS3 Rachel Foster, 21, is the only female assigned to the Airframes Work Center #510 onboard USS *Boxer* (LHD 4). However, being on her own is how Foster began her Navy career.

As a Delayed Entry Personnel (DEPper) recruited out of Navy Recruiting Station (NRS) Torrance, Calif., in 1996, she was left without the guidance and care of a recruiter in the Torrance “DEP Pool”. Foster’s original recruiter, MS1 Oscar Bautista, came to the end of his recruiting tour of duty at Torrance and was transferred back to sea duty before she left for recruit training.

Enter AO1(AW) Eddie Espanol, another recruiter assigned to NRS Torrance. Espanol was tasked by then Recruiter-in-Charge (RinC), NCC Richard Montoya, to take Foster “under his wing” and become her recruiter.

“I believe in taking an individual interest in all of the people assigned to my DEP pool,” Espanol said, “and I do that by finding out about what concerns they have about joining the Navy and just providing a person to talk with and answering any questions they might have.” Espanol had to build a relationship from scratch with Foster in the absence of her original recruiter and convince her that he was truly interested in seeing her succeed in the Navy.

When Foster was assigned to him, Espanol and Montoya jokingly referred to her as “The Orphaned DEPper” and Espanol began treating her like he did the rest of the DEPpers in his care.

Instead of just meeting once a month with them at the Torrance recruiting station, Espanol schedules ship visits and field trips to squadrons and ships home based in San Diego for his DEPpers, to give them a “hands on” feel of the Navy prior to recruit training. This technique personally impressed Foster. “Petty Officer Espanol didn’t just give us lip service about the Navy, he took us by the hand and ‘showed’ us the Navy up close,” Foster said. “It also helped to

be able to talk to people working in the AMS rating,” she added.

It was with this attitude of concern that Foster left her hometown of Torrance and departed to Great Lakes for recruit training.

Following her recruit training, Foster was off to AMS “A” School in Pensacola, Fla., where she graduated second in her class. “I love working with my hands,” explained Foster when asked why she chose the AMS rating.

In June of 1998, Foster reported to the USS *Carl Vinson* (CVN 70) home ported in Bremerton, Wash.

As a newly assigned Sailor to *Vinson*, Foster was immediately assigned to “mess cooking” duties. Following her tour of mess duty, Foster was assigned to the *Vinson*’s Aircraft Intermediate Maintenance Activity (AIMD). In November of 1998, *Vinson* left its homeport of Bremerton, bound for a Western Pacific cruise and Foster saw her challenges begin to unfold in front of her.

Fortunately for Foster, Espanol’s concern for her well being didn’t stop once she went to her first ship. Espanol and his fellow recruiters sent Foster inspirational cards, signed by ALL the recruiters at NRS Torrance, to help keep her motivated while she was studying for E4. “The cards really helped a lot,” Foster said.

Subsequently, she was named Junior Sailor of the Quarter while assigned to *Boxer*. Eager to make good, she had learned the theory of her rating while in “A” school but was now ready to combine that theory with some hands on instruction in her shop.

According to Espanol, Foster informed him that no one in her shop seemed “enthusiastic” about showing her what she needed to know. Espanol and his current RinC, ASMC (AW) Diosdado Calimquim, put all of Foster’s rating material on a floppy disk and mailed it to her. “She’ll make second class with no problem,” Espanol said.



**“I believe in taking an individual interest in all of the people assigned to my DEP Pool.”**

**– AO1(AW) Espanol**

the Airframes Work Center onboard *Boxer*. Hernandez is impressed with the similarities between herself and her shipmate, Foster. “She’s a self-starter and like me, she’s detail oriented,” says the native of Guatemala City.

Foster says that her 12-year-old-brother, Jacob, is equally impressed with the fact that his big sister is in the Navy. “He thinks it’s cool that I’m doing the things that I’m doing,”

Foster said.

Foster’s desire for learning and the Navy’s commitment to education proved to be a perfect combination that helped make her decision to join a no-brainer.

“The money for college was a big thing that sold me on the Navy,” Foster said. “I don’t know if I’ll make a career out of the Navy at this point, but I’m going to get as much education as I can while I’m in,” she added.

Having “adopted” Foster as his DEPper, and watching her blossom into a sharp petty officer, Espanol has proven that going the “extra mile” in caring for your people, is a journey well worth taking. **NR**

Foster’s upbeat attitude towards the Navy is “contagious” as witnessed by a situation that Espanol said he encountered with a female DEPper during a scheduled DEP outing to San Diego onboard *Boxer*. “She (the female DEPper) was having second thoughts about joining the Navy,” Espanol said, “and I wanted Foster to talk to her about the benefits of joining.” Espanol explained the situation to Foster and left her and the indecisive DEPper alone together in the *Boxer*’s crew lounge. Within 15 minutes, Foster had convinced the young lady that joining the Navy would be “well worth the experience.” “She’s my closer,” Espanol remarked.

Foster’s influence has also impressed one of her shipmates, AD3 Lourdes Hernandez who works in the Power Plants Shop, which is a bulkhead away from



Foster and AD3 Hernandez find their common interest onboard the *Boxer* to be a strong commitment to self-motivation.

# "Navy teachers wanted: apply within"

**The Navy is looking for NUKE SCHOOL instructors**

Story by Fred Kearny  
NRD Ohio Public Affairs Officer

Nick Diorio of Hudson, Ohio, is one individual who is taking advantage of the Navy's Nuclear Instructor Program. Nick is a 1998 graduate of Hudson High School, and is currently majoring in physics at Ohio State University. Nick joins two fellow classmates in the Nuclear Instructor Program. Andrew James graduated from Hudson High School in 1998 and is majoring in mechanical engineering at Ohio University. Ensign Dave Clark, is a 1995 Hudson graduate and a 1999 graduate of Dennison University with a degree in physics. Clark is presently

an instructor at the Navy's Nuclear Power School in Charleston, S.C.

"I think this says a lot for the high school's (Hudson) math

and science departments," said LT Timothy Gibboney, an officer recruiter with Navy Recruiting District Ohio.

The Navy's Nuclear Power

must maintain a 3.8 or better grade point average (GPA). They must be a strong engineering major. These officers will perform engineering work at Navy nuclear reactor sites.

\*Submarine and surface warfare officers - students maintain a 3.0 GPA or better. They must major in engineering or science. Following school, they will be assigned to any one of the Navy's nuclear ships or submarines located around the world. "Navy Teachers Wanted: Apply Within" The U.S. Navy is looking for instructors at its Nuclear Power Training Facility, and it's offering good incentives to find them.

\*Nuclear instructor - students must maintain a 3.3 GPA or better and be proficient in engineering,

math or physics.

The Instructor Program usually looks for 25-30 people a year to fill the needs of the Navy at the Navy's Nuclear Power

**"I knew I wanted to  
be a teacher, probably  
at the college level,  
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people well."**

**- Nick Diorio  
Ohio State University**

Program for officers is broken down into three separate categories.

\*Naval Reactors - students



School. It's an excellent avenue for those who want to become teachers. "I decided to apply for the Nuclear Program because I saw it as a great job opportunity to teach," said Diorio. "I knew I wanted to be a teacher, probably at the college level, but the Navy gave me this opportunity to teach for them, and I know the Navy trains people well," Diorio said.

The training, plus the fact the Navy will pay part of a student's college tuition, while the student earns a paycheck in the process, are some of the biggest incentives to sign up for the instructor program.

Students who are selected for the instructor program go through the same process they would if they were enlisting in the Navy. Students must have completed a full year of calculus and calculus-based physics and have a full 24 months remaining until they graduate from college.

Students must then attend two technical interviews at the Office of Naval Reactors in Washington, D.C., and an interview with ADM Bowman, director of Navy Nuclear Power. If they pass the rigorous interview process, students are placed on active duty for their remaining time in college and paid as officer candidates (pay grade E3). They are required to maintain their GPA and pass the Navy's Personal Fitness Assessment (PFA) twice a year. Upon graduation each student is commissioned an ensign and attends a six-week indoctrination course at the Navy's Officer Indoctrination School at Newport, R.I.

Andrew James is excited about the opportunities he'll experience in the Navy. "I love the fact that you get 30 days leave and get a chance to travel for free all over the world," James said. "During my time in the Navy I should have the opportunity to go everywhere and do everything that I have always wanted to do. I also feel good that I have been given an opportunity to help my country," said James.

Both Diorio and James will graduate in June 2002. Neither student knew each other while attending Hudson High School. "I just think it was interesting that all three of these students came from the same high school, and were pursuing the same program independent of one another," said Gibboney.

Diorio thinks the training he is going to receive will be helpful down the road. "I know when I come out of the program, that the training I received will be very valuable and marketable." **NR**

# Defense Secretary Cohen applauds recruiters in FY00

American Forces Press Service

"This success, in the face of the nation's strong economy and the stiff competition from business, results from a lot of hard work and a great deal of new approaches that have been taken on the part of the services," Cohen said.

DoD officials said the Army met its fiscal 2000 recruiting goal of 80,000. The Air Force also made its goal of 34,369.

Good retention helped the Navy meet its goal of 55,000 recruits. It originally set a goal of 57,370, but the service retained more experienced petty officers than planned, so officials needed fewer recruits.

The Marine Corps made its goal of 33,367 recruits. The Marines have been the only service to consistently make their recruiting goals, DoD officials said.

"Meeting our recruiting goals reflects a combination of measures," Cohen said. He listed putting more recruiters on the street, new advertising initiatives and higher enlistment bonuses as important to manning the force.

"But most of all, I believe that this success reflects a determination, certainly from my office and the service secretaries, to make recruiting a top priority," Cohen said.

He said the impact of the biggest pay raise in a generation, pay table reform and changes to military retirement is being felt in the force. "Better support for our men and women in uniform is producing a more stable and a more experienced force," he said. Cohen noted that recruiting "is always going to remain a challenging endeavor, as long as growing businesses are trying to hire the very high quality men and women who defend America today."

In fiscal 2001, the Army goal is to recruit 76,000 to 79,000 enlistees by Sept. 30, 2001. **In the Navy, the number is 56,348.** The Air Force will look for 34,600 recruits and the Marine Corps will need 39,888. **NR**

# Owning our schools:

## A blueprint for the field

.....

**Editor's note:** This was an actual email from an NRD PAO to *Navy Recruiter* magazine outlining ideas for recruiters and local schools.

This email points to an idea I had concerning our efforts in "owning our high schools." Very often I send items out to the field that I believe will help create interest in the NAVY for the recruiters. The intention of these items is to create potential applicants, or help create a potential center of influence (COI). An example of this is the flyer I created for educators to utilize concerning the "NAVY BROADCAST". I had thought to myself there has to be another use for these TV schedule emails which can help in the recruiting effort.

In my communication to the recruiters-in-charge (RinC) and zone supervisor's, I thoroughly explained:

1) Obtaining certain information from selected educators would enable me to directly place this flyer in their hands immediately via email.  
2) After obtaining the requested info, (most of which the recruiter can directly utilize): a. The recruiter is completely "out of the picture".....NO MORE EFFORT required on their part except performing their normal visits with their educators as usual, and b. I'll automatically send this flyer to the educators every month.

I certainly believe the "history, physics, math, civics, and other teachers could directly benefit from "knowing" in advance about these shows.

In "selling" the idea to the educators, the recruiter could also explain the "BENEFITS TO YOU" to the educator. Now, you're: 1) a valuable asset to the educator 2) not just "someone wanting something" from them, and 3) you're showing an interest in the students and the educator's needs by providing an additional tool to them.

THE RECRUITER could recommend to the educator that they:

1) Post the show schedule in the classroom. (GREAT NAVY AWARENESS generated in the classroom with the LEADS phone number and web site information for all to see.

2) Videotape the show and utilize a segment in the classroom to augment a training topic.

3) Invite you (the recruiter) into the classroom to do a follow-up presentation.

The recruiter could perhaps plan in advance with the educator : First to discuss the show in the classroom. This would be especially useful if a

segment relates to a topic that the educator is teaching! Second, to challenge to the students to a "Q and A period" after a particular segment showing. Third to task the students to watch the show and report on it for extra credit. The following day, after the broadcast... You are the educator's assistant in the classroom!! Then, you could discuss the show and



answer questions.

(However, you'll need to ensure to watch the show too!)

Talk about NAVY AWARENESS !!

Regardless of the use that the educator has for the information: -NAVY will be in the limelight in the classroom! -The educators and students alike, will automatically think of the specific NAVY RECRUITER who frequents the high school. The students and staff will certainly be exposed to the NAVY by virtue of these shows.

Bottom Line: We've increased our NAVY AWARENESS in our high schools!!

Another idea is passing on Navy television documentaries to educators so as to coincide with specific curriculum in the class-

room.

RECRUITER / RINC DUTY: - WALK and TALK to your "interested parties" and obtain their email address. I'll create a group filing of these educators and will email them an attachment of when a new show list is published.

SUBMIT TO ME: (ELECTRONICALLY) the following information about the educator, In this order: First, last name; email address, gender; subject that they teach; complete high school name, city, state, zip, NRS, Zone number.

EDUCATOR: - ALL they need to do is print and post the file in an area in their classroom.

RESULTS: You instantly become a valuable resource with your educators. We "GAIN" additional

exposure in the classroom, as well as get to post our TOLL FREE Number and Web Site too. - The "EDUCATOR" gets a heads-up about upcoming shows and hopefully utilizes the information in the classroom.

Everyone WINS!!

Numerous benefits can result!!

1) Besides JROTC classes, approach other "EDUCATORS" that you feel are interested in the NAVY!

Remember, lots of shows deal with "history" ....., physics, etc.....(get the idea)?!

2) This gives you a great reason to talk to different educators. Many that you may have never met before. Easy way to break the ice.

3) And also: make it known you are available to do classroom presentations.

Remember to submit this information via email to me and you can add individuals to this listing at any time. PAO NEWS you can USE !

While not a success story, it's a recruiting initiative and each Navy Recruiting District (NRD) can create their personalized logos, etc. to add to the flyer.

In conclusion, within the realm of recruiting, I

believe 'we' need to make greater strides in becoming an ally with the high school educators rather than always 'wanting' something from them. So, providing them with this tool could be a step in the right direction.

I have provided to you a basic guideline concerning my idea. It could be fine-tuned as necessary. For example: I'd prefer for the RinC's to forward the flyer out to their educators, instead of me via email. However, I realize it would never happen and it would probably get lost in the shuffle of recruiting. Therefore, I took on the task and volunteered to do it. But, if the RinCs were to forward this to their interested educators, then they could directly gain a technological advantage in the way of maintaining a direct line of communication with them via email.

Perfect use of the technology that we so often speak about!

Give me a Holler! **NR**

**PHC(SS) Jeff McClure**  
Navy Recruiting  
District Montgomery  
Public Affairs Officer

**"...within the realm of recruiting, I believe 'we' need to make greater strides in becoming an ally of high school educators rather than always 'wanting' something from them."**



# RETIRED OFFICERS KEEP IT IN THE FAMILY

Story by OS1(SW) William Griffith  
NRD Nashville Public Affairs Officer

Recruiting in the new millennium is a challenging endeavor, particularly with the booming economy we enjoy. Despite the challenges the recruiting community faces, it is paramount we take the time to recognize those who successfully contribute to the mission.

Navy Recruiting District (NRD) Nashville is honored to have people worthy of such recognition. Retired LT and Mrs. McGunigle of Fayetteville, Tenn., continue to support their country. Due to Mr. and Mrs. Gunigle's experience with the U.S. Navy they promote Navy Awareness in their

community.

Of the seven individuals enlisted by the McGunigles, they include their two sons: Mac, who is currently attending the Naval

**...it is paramount that we take the time to recognize those whom successfully contribute to the mission.**

Nuclear Power Prototype School; and John, who will attend the Nuclear Power Prototype School upon completion of recruit training. Also included are two nephews, Christopher Smith who will be attending Cryptologic Technician

Maintenance School and Jerry Smith who will become an aviation electronics technician, Jerry Smith's girlfriend, Amanda Robertson, Jason

Winsit and Tre Prosser, who was tutored and motivated to pass the Armed Service Vocational Aptitude Battery by Mrs. McGunigle, and is now a fireman supporting the fleet.

Mr. McGunigle counseled each of them throughout the enlist-

ment process and continued to stay involved during the Delayed Entry Program.

On September 19, 2000 LT McGunigle swore John, Amanda, and Jerry into active duty. Following completion of the Swearing in Ceremony, CDR Fuson, executive officer, NRD Nashville presented Mr. and Mrs.

McGunigle with a certificate of appreciation from RADM Barbara McGann, former commander, Navy Recruiting Command. Honorary recruiter certificates were also awarded to Mr. and Mrs. McGunigle from NRD Nashville. **NR**

# LIFEWORKS- A QUALITY of LIFE program: STRICTLY for the recruiter

Brief prepared by  
HMCS(SW/FMF) Daniel Rogers  
CNRC Quality of Life Coordinator

## **Ceridian Performance Partners - Lifeworks**

**Background:** The Ceridian Lifeworks Consultant Services will provide recruiters and their families a counseling and education service similar to that of the Family Service Center and Navy Legal Service Office found on the military installations. This company establishes a multi-media counseling and education program through phone and online Internet services.

**Discussion:** Lifeworks program is an advice/counseling resource for our recruiting personnel. It provides 24-hour telephone access to a professional skilled in responding to inquiries ranging from child care, legal and financial questions, health care, mental health, home buying and renting and many other everyday issues of support.

The Ceridian Lifeworks program commenced on August 1, 2000. The Lifeworks Web page has been modified for Navy Recruiting Command. The roll out letter and Lifework fliers have been sent to the recruiters' homes to ensure that the information is received by family members.

The Regional CMC representatives re-

ceived "train the trainer" training from the Ceridian Lifeworks representatives. These CMCs will assist in the training of the remaining regional CMCs to conduct Command orientation. Ceridian Lifeworks orientation power point presentation and demonstration materials were sent to the Navy Recruiting Districts (NRDs).

Naval Policy, procedure and military resources have been submitted to assist the Ceridian Lifeworks consultants to understand how to assist our recruiters and families. Policies for disclosure and confidentiality pertaining to set issue have been agreed upon (i.e. suicidal or homicidal tendencies, domestic violence, etc.).

Navy Recruiting Command will receive utilization reports quarterly broken down by NRD. The utilization rate goal is 15 percent usage. Ceridian will continuously work with the Recruiting Command to promote their program and provide assistance in building an annual promotion plan.

The Ceridian Lifeworks account executive is Helen Smith, (704) 892-3772. **NR**

# National flu vaccine delay triggers DoD priority immunization plan

American Forces Press Service

**WASHINGTON** — Delivery delays of the 2000-2001 influenza vaccine throughout the United States have activated a priority immunization program in DoD and the Coast Guard.

DoD officials said the delay stems from two factors — a slow-growing component of this year's vaccine formulation and production problems at two of the four pharmaceutical companies that produce flu vaccine.

The Joint Preventive Medicine Policy Group under the assistant secretary of defense for health affairs developed the plan, which balances military readiness with the responsibility to protect DoD's most vulnerable populations. Officials said DoD and the Coast Guard will delay organized flu vaccination campaigns until early to mid-November, pending receipt of adequate vaccine supplies.

They said currently available supplies will be administered first to operational military personnel, health-care workers with direct patient contact, and active duty and nonactive duty Defense Enrollment Eligibility Reporting System enrollees who have high-risk medical conditions. To the extent possible, these groups will be done simultaneously, they noted.

Next in order of priority will be military trainees, groups in close contact with high-risk persons, all other military members in priority for deployment, other active duty members and mission-critical DoD civilians at overseas facilities, and all other beneficiaries. DoD used about 2.8 million doses of flu vaccine last year to immunize all its beneficiaries, officials estimated.

For vaccination details, visit the TRICARE Web site at [www.tricare.osd.mil](http://www.tricare.osd.mil). For information about the vaccine delay, visit the Centers for Disease Control Web Site at [www.cdc.gov](http://www.cdc.gov).

Flu vaccination priority order is:

1. Forward deployed forces in high-risk areas such as

Southwest Asia, Korea, Bosnia and Kosovo.

2. Ship crews under way for two or more weeks, including pre-deployment under way workup periods.

3. Special duty personnel who regularly transit multiple geographic areas or otherwise pose particular operational and epidemiologic risks, such as airlift aircrews and those who are deployed aboard a ship under way. This may include pre-deployment under way workup periods.

4. Forces on 24-hour alert status.

5. Military, civilian and volunteers health-care workers with direct patient contact.

6. Defense Enrollment Eligibility Reporting System enrollees, whether or not on active duty, with true high-risk medical conditions including:

7. Persons over 65 years of age enrolled in TRICARE Senior Prime at an MTF, or who otherwise receive the majority of their medical care at the MTF through an identified primary care manager or ongoing patient-provider relationship.

8. Adults and children with chronic disorders of the pulmonary or cardiovascular system, including asthma.

9. Adults and children who have required regular medical follow-up or hospitalization during the preceding year for chronic metabolic diseases.

10. Residents of long-term care facilities.

11. Women who will be in the second or third trimester of pregnancy during the influenza season. Pregnant women who have medical conditions that increase their risk for complications from influenza should be vaccinated, regardless of the stage of pregnancy.

12. Children ages six months to 18 years who are receiving long-term aspirin therapy, and therefore might be at risk for developing Reye's Syndrome after influenza infection.

13. Trainee populations, including basic and advanced trainees, academy students and officer trainees.

14. Other groups in close contact with high-risk persons, such as employees in long-term care facilities, household members (age six months and older) of high-risk patients, and military training instructors.

15. All other military members in priority for deployment.

16. Other active-duty members (including Guard and Reserve on active status) and mission-critical DoD civilians at overseas facilities up to age 64.

17. All Other Beneficiaries up to age 64. **NR**



# Best Stations in the Nation

## Our SEPTEMBER stations shine bright to end FY00 successfully!

**NRD Atlanta**  
NRS Anderson  
NRS Augusta  
NRS Cartersville  
NRS Charleston  
NRS Dublin  
NRS Duluth  
NRS Easley  
NRS Greenwood  
NRS Macon  
NRS Marietta  
NRS Milledgeville  
NRS South Columbus  
**NRD Buffalo**  
NRS Batavia  
NRS Bridgeport  
NRS Hornell  
NRS Middletown  
NRS New Hartford  
NRS Peekskill  
NRS Troy  
**NRD Chicago**  
NRS Chicago Heights  
NRS Dekalb  
NRS Downers Grove  
NRS East Peoria  
NRS Galesburg  
NRS Hammond  
NRS Harvey  
NRS Pekin  
**NRD Dallas**  
NRS Burkburnett  
NRS Duncan  
NRS Hillsboro  
NRS Irving  
NRS Mesquite  
NRS N Oklahoma City  
NRS Plano  
NRS S Oklahoma City  
NRS Tyler  
**NRD Denver**  
NRS Arvada  
NRS Cheyenne  
NRS Liberal  
NRS Metro  
**NRD Houston**  
NRS Aldine  
NRS Baytown  
NRS Beaumont  
NRS Gulfgate  
NRS Houston  
NRS Lafayette  
**NRS Lake Jackson**  
NRS Nacogdoches  
NRS Pasadena  
NRS Spring  
NRS Westbury  
**NRD Indianapolis**  
NRS Aurora  
NRS Bedford  
NRS Columbus  
NRS Crawfordsville

NRS Danville  
NRS Dayton Main  
NRS Dayton North  
NRS Fort Wayne  
NRS Marion  
NRS Maysville  
NRS Piqua  
NRS Southbend  
**NRD Jacksonville**  
NRS Albany  
NRS Brunswick  
NRS East Orlando  
NRS Eau Gallie  
NRS North  
Jacksonville  
NRS Orlando  
NRS Statesboro  
NRS Thomasville  
NRS Waycross  
**NRD Kansas City**  
NRS Broken Arrow  
NRS Claremore  
NRS East Springfield  
NRS Emporia  
NRS Hays  
NRS Independence  
NRS Muskogee  
NRS Overland Park  
NRS Rogers  
NRS Sand Springs  
NRS West Springfield  
NRS West Wichita  
**NRD Los Angeles**  
NRS Carson  
NRS Crenshaw  
NRS Downtown  
NRS Guam  
NRS Hilo  
NRS Huntington Park  
NRS Lakewood  
NRS Norwalk  
NRS Oxnard  
NRS Pearbridge  
NRS Reseda  
NRS Santa Maria  
NRS Whittier  
**NRD Miami**  
NRS Humacao  
NRS Kendall  
NRS Ponce  
NRS Pt Richie  
NRS Sarasota  
NRS South Miami  
NRS West Palm Beach  
**NRD Michigan**  
NRS Alpena  
NRS Cadillac  
NRS Cheboygan  
NRS Dearborn  
NRS Detroit Central  
NRS Holland

NRS Lansing  
NRS Lapeer  
NRS Ludington  
NRS Madison Heights  
NRS Mount Clemens  
NRS Mount Pleasant  
NRS Owosso  
NRS Petosky  
NRS Taylor-Southgate  
NRS Three Rivers  
NRS West Branch  
NRS Westland  
**NRD Minneapolis**  
NRS Burnsville  
NRS Cambridge  
NRS Duluth  
NRS Fond Du Lac  
NRS Lacrosse  
NRS Mankato  
NRS Midway  
NRS North St Paul  
NRS Rice Lake  
NRS River Falls  
NRS Sheboygan  
NRS Steven's Pt  
NRS Wausau  
NRS West Bend  
NRS West St Paul  
NRS Willmar  
NRS Winona  
**NRD Montgomery**  
NRS Bessemer  
NRS Daphne  
NRS Enterprise  
NRS Gulfport  
NRS Hattiesburg  
NRS Jasper  
NRS Laurel  
NRS McComb  
NRS Mobile  
NRS Montgomery  
NRS Pensacola  
**NRD Nashville**  
NRS Bowling Green  
NRS Bristol  
NRS Chattanooga  
NRS Dalton  
NRS Huntsville  
NRS Knoxville  
NRS Lexington  
NRS Rivergate  
NRS Shively  
NRS Tullahoma  
NRS Vincennes  
**NRD New England**  
NRS Auburn  
NRS Brunswick  
NRS Fall River  
NRS London  
NRS Lowell  
NRS Maiden  
NRS Springfield

NRS Waterville  
NRS Woonsocket  
**NRD New Orleans**  
NRS Benton  
NRS City Park  
NRS Gonzales  
NRS Hot Springs  
NRS Houma  
NRS Marrero  
NRS Natchitoches  
NRS New Orleans  
East  
NRS Picayune  
NRS Ruston  
NRS Sidell  
NRS South Baton  
Rouge  
NRS Texarkana  
**NRD New York**  
NRS Cross County  
NRS Freehold  
NRS Freeport  
NRS Hackensack  
NRS Harlem  
NRS Morristown  
NRS Newark  
NRS Patchogue  
NRS Redbank  
NRS Somerville  
NRS South Street  
Seaport  
NRS Staten Island  
NRS White Plains  
Road  
**NRD Ohio**  
NRS Belfontaine  
NRS Boardman  
NRS Columbus  
East  
NRS Columbus  
West  
NRS East  
Cleveland  
NRS East Liverpool  
NRS Elyria  
NRS Lancaster  
NRS Lorian  
NRS Mentor  
NRS Miracle Mile  
NRS Parma  
NRS Ravenna  
NRS Toledo  
**NRD Omaha**  
NRS Bellevue  
NRS Grand Island  
NRS Mason City  
NRS Sioux City  
**NRD Philadelphia**  
NRS Catonsville  
NRS East Point  
NRS Frederick  
NRS Gathersburg  
NRS Germantown  
NRS Glen Burnie  
NRS Hagerstown  
NRS Lansdale  
NRS Newark

NRS Pratt Street  
NRS Silver Spring  
NRS Toms River  
NRS Towson  
NRS West Philadelphia  
NRS Westminster  
NRS Willingboro  
NRS Wilmington  
**NRD Phoenix**  
NRS Alamogordo  
NRS Albuquerque  
NRS Bell Canyon  
NRS Chandler  
NRS Christown  
NRS Desert Sky  
NRS Gallup  
NRS Hobbs  
NRS Las Cruces  
NRS Los Lunas  
NRS Marana  
NRS Mesa  
NRS Metro Center  
NRS Mission Park  
NRS Paradise Valley  
NRS Rio Grande  
NRS Saguro Valley  
NRS Santa Fe  
NRS Showlow  
NRS Silver City  
NRS Tempe  
NRS Tucson  
**NRD Pittsburgh**  
NRS Beaver Valley  
NRS Bloomsburg  
NRS Johnstown  
NRS North Hills  
**NRD Portland**  
NRS Albany  
NRS Astoria  
NRS Beaverton  
NRS Elko  
NRS Eugene  
NRS Hillsboro  
NRS Klamath Falls  
NRS Longview  
NRS Milwaukie  
NRS Portland  
NRS Provo  
NRS Sandy  
**NRD Raleigh**  
NRS Fayetteville  
NRS Greenville  
NRS Smithfield  
NRS Statesville  
NRS Waynesville  
**NRD Richmond**  
NRS Chesterfield  
NRS Newport News  
NRS Princess Anne  
NRS Springfield  
**NRD San Antonio**  
NRS Amarillo  
NRS Brownsville  
NRS Crossroads  
NRS De Rio  
NRS Hollywood Park  
NRS Kerrville

NRS Laredo  
NRS Marble Falls  
NRS New Braunfels  
NRS North Austin  
NRS Northeast San  
Antonio  
NRS Odessa  
NRS Temple  
**NRD San Diego**  
NRS Bullhead  
NRS Chula Vista  
NRS Clairemont  
NRS Del Rosa  
NRS Escondido  
NRS Fullerton  
NRS Garden Grove  
NRS Indio  
NRS Las Vegas West  
NRS Poway  
NRS Riverside  
NRS Santee  
NRS Upland  
NRS Victorville  
**NRD San Francisco**  
NRS Alameda  
NRS Antioch  
NRS Carson City  
NRS Clovis  
NRS Elk Grove  
NRS Eureka  
NRS Fremont  
NRS Roseville  
NRS Santa Cruz  
NRS Ukiah  
**NRD Seattle**  
NRS Bellingham  
NRS Butte  
NRS Coeur D'Alene  
NRS Colville  
NRS Everett  
NRS Juneau  
NRS Lakewood  
NRS Lynnwood  
NRS Missoula  
NRS Monroe  
NRS Moscow  
NRS Oak Harbor  
NRS Opportunity  
NRS Port Angeles  
NRS Skagit Valley  
NRS Southcenter  
NRS Tri-Cities  
NRS Wasilla  
NRS Yakima  
**NRD St Louis**  
NRS Alton  
NRS Arnold  
NRS Cape Girardeau  
NRS Clarksdale  
NRS Effingham  
NRS Jacksonville  
NRS Jefferson City  
NRS Mehlville  
NRS Paducah  
NRS Rolla  
NRS South Memphis  
NRS West Plains

*\*Italics denotes previous FY00 winners*

# Joining the Navy Recruiting

